

Coaching and Mentoring with Purpose

STAND 07-08-22

Coaching is:	Mentoring is:
Short-term Performance or objective driven More formal and structured	Long-term Holistic. Focused on personal development More informal and personal

Principles of Coaching and Mentoring

- ❖ Meet people where they are.
- ❖ You cannot be all things to all people.
- ❖ All parties benefit in some way.
- ❖ New employees aren't the only people who need mentors. Supervisors aren't the only ones who can coach and mentor.

Attunement Strategies

- ❖ Offer privacy
- ❖ Reduce distractions
- ❖ Be present and consistent
- ❖ Communicate a concern for the other person's wellbeing
- ❖ Foster a collaborative experience

Active Listening Skills

- ❖ Pay attention
- ❖ Withhold judgement
- ❖ Reflect
- ❖ Clarify
- ❖ Summarize
- ❖ Share

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- ❖ Open-ended questions
- ❖ Affirmations
- ❖ Reflections
- ❖ Summaries

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GROW Model



Emerging Trends

Emotional Intelligence

- the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships empathetically

Reverse Mentoring

- partnership in which a junior-level employee helps fill in possible gaps in a senior level employee's knowledge.